

## RESPECT EACH OTHER (REO)

**REO** stands for **Respect Each Other**. Respect is accepting other people's differences, whether they are nationality, attitudes or values. **REO** is about encouraging each person to be caring, respectful of the rights of others and to find constructive ways of managing conflict. **REO** contracts are based on the 'Shared Concern' method of addressing bullying or harassment.

### What is bullying

Bullying/harassment is behaviour that is meant to hurt, injure, embarrass or upset the other person. It may involve a group of people or a more powerful person picking on someone. Making hurtful comments about someone because of their race, gender, appearance or abilities is also a form of bullying /harassment. Racism is particularly offensive and is regarded as a serious issue by both the College and wider community.

### You have the right to feel safe at this College

You may want to talk about the problem but may not want any action taken. That is okay. Asking for help isn't dobbing. There is a big difference between dobbing and asking for help. If you have tried to stop the harassment, or if it is very serious, ask for help. The Student Services Team is available to assist you.

### Ways you can help yourself

- Be proud of who you are and where you come from.
- Stand tall and look the harasser in the eye.
- Tell the harasser to leave you alone and walk away.
- Ignore and/or avoid the harasser.
- Find friendly peers to hang out with.
- Stay away from places where you might be harassed.
- Act confidently.

### Ways you can help others

- Make it clear to your friends that you won't be involved in bullying behaviour.
- Never stand by and watch or encourage bullying behaviour.
- Do not tease or spread gossip about others.
- Respect everyone and value the differences between people.
- Be friendly towards others who are new to the College or are left out.